

TEAMSTER **CONVOY** **DISPATCH**



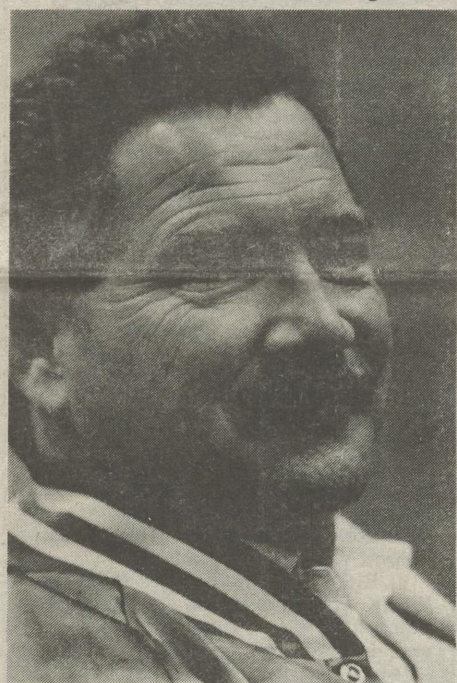
VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1993/Jan. 1994 #128

Rank and File Challenge Old Guard

Local Election Victories Spread

Teamster members are making significant advances in local union elections this fall, as the reform movement marches forward in cleaning up our union from the bottom. TDU members and other Teamsters are setting out to



Ronnie Greene, Local 512 president-elect finish the job of reform in our union, by getting involved.

The growth of our union depends on membership activity at the local union level. That activity includes shop-floor organizing, and changing local bylaws to make them more democratic. It includes building pressure under some local officials to change, and developing a working relationship between the rank and file and local officers. And, where appropriate, it includes replacing old guard officials.

Some particularly important victories have been scored in Pennsylvania and in Florida. In **Central Pennsylvania**, a reform slate swept to victory in Local 429, which is important to the whole region because Local 429 controls the union pension trustees for all eight locals in Central Pennsylvania. And in **Florida**, TDUs and other reform Teamsters won victories in three locals within one month.

In **Orlando, Fla.**, Local 385, the Teamsters for Our Future slate swept

all seven spots in a mail-ballot election supervised by the American Arbitration Association. TDUer Danny "Pete" Peterson was elected president and principal officer of the 3,500-member local, the second-largest in Florida. The International union had directed that mail balloting be used.

"Our November union meeting lasted 11 minutes before the outgoing leadership adjourned it. We've got members coming to us who want changes, and they're asking me what I'm going to do," said Peterson. "I'm telling them this is their union, their money and after January 1, I'm here to work for them. But I'm also telling them that we need them to work with us, work with their union, at the shop-floor level and by coming to union meetings. Until the membership gets involved, we can't make the changes we all want."

"One key," Peterson continued, "is going to be developing a good stewards' network at every employer. There are many already in place, they just need more education and backing. I don't care who they voted for, that was their democratic right."

The membership of two **Jacksonville, Fla.**, locals voted for new, reform-minded leadership within weeks of each other. The leadoff hitter was



TDU Convention

See pages 6 & 7.

TDUer John Adkins, who won the secretary-treasurer (principal officer) and BA spot in **Local 947**, an 800-member brewery and soft drink local with a primary membership base at the Anheuser-Busch plant. Brother Adkins will join other reform-minded officers currently involved in national contract negotiations at A-B.

Some two weeks after the victory in the brewery local, the New Teamsters slate swept all seven executive board

positions in **Jacksonville Local 512** by nearly a 2-1 margin. This was also a mail ballot supervised by the American Arbitration Association. TDUer Ronnie Greene is the new president and principal officer. The 2,500-member local covers freight, UPS and other jurisdictions in northeast Florida.

"We've got a big challenge ahead of us here, getting a new administration up and running, not to mention the

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Jackie Presser's Local 507

It's Clean Up Time!

For the first time in TDU's 18-year history a delegation of Cleveland Local 507 members attended our Rank and File Convention, not to break it up as in the old days, but as enthusiastic participants and members of the reform movement. Several of those new TDU members, including Tom Rose, a newly elected member of our TDU International Steering Committee, are on a slate running for office to clean up their local.

If Ohio Teamsters feel the earth quaking beneath their boots it's most likely the reverberations felt from Jackie Presser turning over in his grave. After decades of graft, corruption and thuggery at the hands of the Pressers and the Friedmans, Local 507 is having its first contested election ever. The election is being conducted by mail ballot by the International union, which has 507 in trusteeship.

Background

Local 507 was created by Bill Presser in order to get his son, Jackie, out of

the bowling alley business and into a more lucrative profession, namely union graft. Bill Presser selected Harold Friedman, whose Bakers Local 19 was shrinking, to run the day-to-day operations of the local due to his serious misgivings about his son's competence.

In the words of Labor Department auditors, "Local 507 is a labor organization designed, created, and operated for the specific purpose of converting its funds to the use of Jackie Presser, Harold Friedman and Allen Friedman."

Jackie Presser passed away in 1988, after having been found to be controlled by organized crime and being an FBI informant simultaneously. Harold Friedman was convicted and removed from office for running a "ghost employee" scam. As Friedman departed he bequeathed the local to his wife, Barbara Walden.

Now the fun begins. From Bakers Local 19, which was still controlled by

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

Convention Highlights Solidarity

One of the goals of every TDU Convention is to expand the awareness of labor struggles and build solidarity. This year's convention included speeches from workers and representatives of striking workers at Diamond Walnut and of locked-out workers at A.E. Staley.

Cynthia Zavala was a 24-year employee of Diamond Walnut at the time she and some 500 other members of Teamsters Local 601 in Stockton, Calif., went on strike and were promptly replaced by scabs in June 1991.

Since then her activities have included testifying before Congress,



Cynthia Zavala, Local 601

touring the United States by bus in June with 21 other women strikers from Diamond Walnut, and participating in "rolling fasts" begun in July to protest the greed of the 2,400-member walnut growers cooperative.

Workers fasted for as long as their health would permit, then another worker took their place to keep up the fast. Zavala fasted for 40 days; others went for three weeks to 35 days.

"Thank you for having me here, but I'm not here by myself," Zavala told the convention. "I'm representing the 500 Diamond Walnut strikers in my heart and in my spirit."

Zavala credited the \$200 a week strike benefits and showings of support from the International union, other unions and individuals for "keeping us strong and united. ... Even after two years, only about 10-15 strikers have crossed over."

Just before the convention the union won a victory by defeating a second

decertification vote; the first one, last fall, had been ordered rerun by the NLRB after unfair labor practices by the employer. However, the struggle to fight the decert continues as hundreds of votes were challenged. An NLRB hearing will determine how to handle those votes.

During the latest vote, many workers were intimidated by a handwritten letter circulated by "The vote no committee," which warned workers: "In short, you better vote no (on the union). We know where you live & will crack your head if things don't go our way. This union has to go. We have ways to know for sure how you vote. If you want to stay alive, vote no."

The boycott of Diamond Walnut continues in full force this holiday season and Zavala warned the convention, "Be very careful when you purchase walnuts because Diamond Walnut's not using their name on all packages. They're also going under the label of Jewel Nut."

In closing, Zavala said, "We're so proud to be union. We can't let companies like Diamond Walnut rule out. It took years to build unions, and we need unions for our children and grandchildren, and that's what we're fighting for."

Three-quarters of the way across the country another example of corporate greed is ongoing at the A.E. Staley Company, which locked out the union workers at its Decatur, Ill., plant on June 27. Staley produces sweeteners and other products from corn. Allied Industrial Workers Local 837 bargaining committee chairman Jim Shinall informed the TDU Convention about the issues involved.

"They imposed a contract on us in October of '92," Shinall explained. "We had a good contract. We had good language, decent wages and decent benefits. We had a 116-page contract. They threw a 17-page contract on the table at us, and as of today they have not moved at all on it other than a few minor changes on gender."

Issues Staley pressed in bargaining included the right to subcontract out union jobs, the gutting of the grievance procedure and seniority rights, and 12-hour rotating shifts.

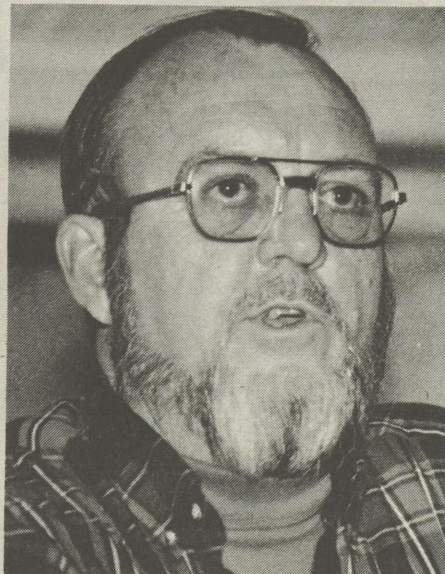
"When we took it back to the membership it was turned down by 96.6%. But what's more important, 94.4% of the membership voted on that," Shinall said.

Members of Local 837 knew they were in for a fight. Prior to the expira-

tion of the contract, they voted for a \$100 per month dues assessment to build their strike fund and "solidarity victim fund."

An interesting aspect of the local is that all its officers are rank and file and worked in the plant prior to the lockout.

Four months into the lockout, the local union continues to see attendance of 600 or more members at its



Jim Shinall, AIW Local 837

Tuesday night solidarity meetings.

The local has been conducting a nationwide corporate campaign against Staley and its corporate allies. According to Jerry Tucker, an adviser to the local union, "ADM (Archer-Daniels-Midland) owns the single largest block in Staley. In turn, State Farm Insurance owns the single largest block of ADM." The local launched a boycott of State Farm several months ago.

Teamster employers, such as Miller Brewing, Coca-Cola, Pepsi and Brach Candy Co., are major consumers of Staley's products. Tucker said Teamsters can aid the Staley workers by guiding "management to seek out a true alternative supplier ... by confronting your management over their continued support of Staley's union busting."

On Nov. 6, an "All-Union Solidarity Rally" called by the local was attended by 1,500 union members and supporters.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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FREIGHT NEWS

Teamsters Target Issues, Plan Strategy

"What's the most critical issue in the upcoming Master freight agreement?" asked Scott Askey, freight business agent in Los Angeles Local 63 and member of the Teamster National Freight Task Force to the 450 Teamster members at the TDU Convention. "The survival of the National Master Freight agreement is the issue," he answered.

Prior to the convention, freight Teamsters returned some 1,000 TDU NMFA surveys which were reviewed. The results of the surveys were used to focus our goals and strategies at the TDU National Freight Industry Planning Meeting. (Contact TDU for a summary report of the surveys.)

Can the union negotiate a contract that will in one step return the industry to pre-deregulation standards? No. But with a mobilized membership, we have an opportunity to reverse the downward trend in the industry. We must focus our goals and keep our eyes on that prize throughout the contract campaign.

Double Breasting

Double breasting, the growth of the Big Three's non-union regional carriers, is the biggest single threat to the survival of the NMFA. We inherit monumental problems in the industry after a decade and a half of deregulation, worsened by the lack of organizing and innovation of our old International leadership.

This contract is our opportunity to reverse the downward trend and that is no small task. Last year, an innovative campaign in carhaul won some protection against double breasting, without

Freight Bargaining Committee Set

Representatives of all freight locals are scheduled to meet Dec. 16 to review bargaining proposals for the NMFA. It is expected that serious bargaining with Trucking Management Inc. (TMI) will begin in January. TMI is the employer group that includes the Big Three and most other large carriers. There are other employer groups and some companies will bargain on their own, but the TMI talks will set the pace.

The national union bargaining committee will be chaired by Ron Carey, co-chaired by Acting Freight Director Dennis Skelton, and include the four regional freight directors from each Area Conference: Jim Roberts (West), Harold Yates (Central), Jimmy Carington (South) and Tiny Lushbaugh (East). Carey has also appointed to the committee: Roland Bell (Local 63) and Ray Burkhart (Local 961) from the West; George Cashman (Local 25), Sam Carter (Local 71) and Tom Griffith (Local 776) from East; Sam Theodus (Local 407), Ray Cash (Local 651) and Frank Bussalacchi (Local 200) from the Central; and Doug Mims (Local 728) and Richard Nelson (Local 886) from the South.

a strike. But in freight the situation is much worse, the cancer is much more advanced. The non-union double-breasted operations in carhaul account for less than 5% of the industry's profits. But for the most highly double-breasted corporation in freight—CF—the figure is getting up close to half. The battle is more difficult and rank and file participation will be that much more critical to winning a decent contract.

Organizing must be an important part of our long-term strategy to maintain and increase the union's strength in the industry. Paul Boldin of the IBT research department reported to the national freight meeting that the core NMFA is down to about 120,000 Teamsters, with perhaps another 30,000 under related contracts and riders.

But we have to organize from a position of strength. That means a solid, decent freight contract.

Pensions

Our survey showed pension improvements are the most popular target issue for the upcoming freight negotiations. In order to achieve our goals of a decent 25-and-out and an improved 30-and-out, we will have to overcome two major obstacles. First, we will have to win the necessary benefit contribution increases from the employers. Management has already stated that they will be unable to meet the monetary package negotiated with UPS. Second, it will take pressure on the union pension trustees to make sure that they use the contribution increases to their fullest potential. TDU intends to do all we can to win on this issue.

Other Issues

Innocent until proven guilty and other reforms in the grievance procedure need to be targeted. The UPS contract has set the standard for a start. Tightening up on casual abuse is another issue that members have targeted. The contract has some useful language, but it needs improvement, as well as better enforcement.

Improved language on sleeper-team operations is needed, now that the Big Three have revived team operations as they strive to improve service.

An issue of union democracy that we need in the contract is the right for elected or appointed union officers to get a leave of absence from their employer. This will allow more members to take union positions or run for local office.

Of course, a decent wage increase that keeps up with inflation is important to every Teamster.

Mobilization for a Strike

"Freight Teamsters have to be prepared to strike to defend our contract and prevent further concessions." That sentiment was voiced by several leaders and rank and file activists at the national meeting.

No one wants to strike, especially in the present environment, but we must be prepared to strike. The employers have already been talking about their need for concessions, like part-time casuals and the ability to continue to divert even more freight to the rails and non-union subsidiaries. Of course

they don't call it concessions, they call it "flexibility." If we decide in advance that we aren't prepared to strike, we might as well agree to a concessionary contract today and go home. The best way to avoid a strike is to be prepared for one, and to convince the employers that we will win if it happens.

Freight Lines

Elfrink Dispute Settled.

The International recently reached a settlement with George Wintz over his acquisition of Elfrink Truck Lines. (See *Convoy Dispatch* #127.) Wintz purchased the former Elfrink terminals through one of his various companies, Century-O.K. Freightways. The International took action when Wintz refused to recognize the seniority of the former Elfrink employees. Picketing was targeted at the former Elfrink terminals and at Wintz's other freight facilities, Century-OK and Wintz Parcel Drivers. In the settlement, Wintz has agreed to conduct hiring on the basis of seniority.

Preparing for NAFTA.

The trucking employers have been gearing up for the passage of NAFTA for over a year. The American Trucking Associations led their pro-NAFTA charge. Most of the major Teamster carriers, CF, Roadway, Yellow, Carolina, ABF and Central Transport, now have some kind of joint operation in Mexico. Roadway has joined with Transportes Nuevo Laredo, Mexico's largest LTL carrier. In October, 1991, Yellow started operations of its Mexican subsidiary, Yellow Freight Mexicana. Yellow has also begun intra-Mexico LTL service through an agreement with Mexican transportation company, Transportes Sierra. The Big Three's double-breasted regional operations are also building their continental networks. Central Freight Lines, one of Roadway's non-union subsidiaries, has established links with Canadian and Mexican carriers.

For the trucking industry, NAFTA provides a timetable that will phase out cross-border transportation restrictions. In a sense, NAFTA is the deregulation of the 1990s. Three years after signature of the agreement, U.S. and Mexican carriers will be able to operate in each others' border states, including Texas, New Mexico, Arizona and California. At that time, Mexico will allow 49% Canadian and U.S. investment in truck companies. Six years after the agreement goes into effect, Canada, Mexico and the United States will have unlimited operating access to each other's territory. Ten years after NAFTA goes into effect, Mexico will allow 100% U.S. and Canadian investment in trucking companies based in Mexico.

Musgrove Sentenced to Prison.

Allen Musgrove has been sentenced to 44 months in prison and ordered to pay more than \$4 million in restitution for his role in the takeover and liquidation of Pilot Freight Carriers of Winston-Salem, N.C. Musgrove, who is estimated to have illegally diverted between \$7 and \$8 million from Pilot, pleaded guilty to conspiracy and bankruptcy fraud. Judge Tilley told Musgrove that he was "getting off easy" for his illegal actions that put thousands of Teamsters out of work.

CF Sleepers.

CF has purchased and equipped sleeper cabs primarily designed for use in a "roll and rest" operation in which a single driver uses the sleeper cab when stopped. Unfortunately, this equipment is being used where two drivers are assigned and one sleeps while the other drives. In support of a grievance filed at the Sacramento Consolidation Center to get CF to install shock absorbers the IBT Health and Safety Department is taking action.

New IBT Health and Safety Director Frank Goldsmith has conducted two on-site inspections of sleeper-cab equipment at SCC, where chief shop steward John Platt and other rank and filers gave him the "grand tour" explaining the problems that need to be addressed in CF's sleeper operation. These inspections are in preparation for the NMFA negotiations slated to begin soon.

The second visit included Drs. Rubin and Orris from the University of Chicago who have been commissioned by the IBT to conduct a study of stress created by sleeper operations. This is similar to the stress study conducted by the IBT during UPS negotiations. In addition, the IBT is preparing a special survey for sleeper drivers that will be sent out in the very near future.

UNITED PARCEL SERVICE

Using the New Contract Language

The UPS contract campaign got more members and local unions active in shop-floor organizing than ever before. We now must turn our organizing efforts to contract enforcement, because much of the new language in this Master Agreement can be used to build our union strength on the shop floor. Management are always trained and organized to push UPS's point of view. It's up to us to protect ours, and to immediately police and test new language once the contract is in effect.

At the TDU Convention on Oct. 31, discussion in our National UPS Meeting focused on some of the new language and enforcement ideas. To follow along, turn to the cited article and section in your copy of the "Summary of Tentative Agreement" for the Master Agreement. (New language is underlined.) Space does not allow a complete treatment here. But we hope this article will contribute to your ideas and organizing efforts, and encourage you to look similarly at new language not mentioned here.

Supervisors Working, Art. 3, Sec. 7. Grievance organizing for fun and profit! It will especially benefit part-timers, but will take documentation and members working together. "If an aggrieved employee proves at any step of the grievance procedure that a su-

pervisor performed bargaining unit work in violation" of the contract, the employee shall be paid for the actual hours worked by the supervisor, if less than two hours, and if greater than two hours the employee shall be paid four hours or actual hours worked, whichever is greater.

Here's an example: Mary gets sent home after her three-hour guarantee, but other part-timers in the area document that a supervisor continued to do Mary's work for another hour and a half after she was sent home. Their documentation can help her win a grievance for 1.5 hours pay. What will they get out of it? Unity and trust, and job security, because they'll know that if that happens to them others will document a case for them.

Stewards, Art. 4. Stewards and active members are the key links to contract enforcement. The supervisors working example above shows how important they are. A BA can't document a case like that. This contract strengthens stewards' rights.

"Upon notification to his or her supervisor, a steward shall be afforded the right to leave his/her work area for a reasonable period of time to investigate, present and process grievances and to represent a fellow employee concerning grievances or discipline.

..." Although it states such activity shall not "interrupt the Employer's operations," it also states that the employer shall not use "interruption ... as a subterfuge for denying such right to the steward."

UPS constantly tries to control stewards' activities. How many times have stewards been kept out of an area because they were told, "That's not your center." This language is an important step toward taking back our rights. When the need arises, stewards should inform their supervisors or managers of their intentions (preferably with a reliable witness), and then as expeditiously as possible perform their duties. If management denies your rights, follow their direct orders, document your case and grieve it. This section also provides new language on stewards pay, and the strengthening of Weingarten Rights.

Innocent Till Proven Guilty, Art. 7. This is an important new protection, and one that TDU advocated for many years. Although it is tied to the cardinal sins clause of each supplement, most kinds of discharges will be protected. During negotiations, each supplemental negotiating committee was warned by the national negotiating committee that this protection would be tied to their cardinal sins clauses. The Central Conference, for example, contains a catch-all "other offenses of extreme seriousness," which UPS has supposedly pledged not to use to subterfuge innocent till proven guilty. Subterfuge through cardinal sins will have to be monitored, documented and used as evidence in grievances and future negotiations.

National Grievance Procedure, Art. 8, Sec. 3. An important victory because it could save your job, or many jobs. Ron Carey and Mario Perrucci have been arguing since they took over the national committee in February 1992 that this section allowed the union to review decisions of lower grievance panels on national language. UPS

denied this, and the issue deadlocked. The union won its argument in negotiations and the language was clarified, including: "The Union and Employer may under this section review and reverse, if necessary, decisions by any area, regional or local grievance committee which interprets Master language erroneously."

For example, the union could use this language to review and reverse a discharge case that was upheld at an area committee, if the discharge grievance included reference to a master contract article and that article was interpreted erroneously. A good rule of thumb: anytime you file a grievance, even if it can be covered by your supplemental language, also file it under any appropriate master contract language. If you don't, this review process may not apply.

Loss or Damage, Art. 10. Package car drivers especially should read this new language carefully. It can save you money; it can save your job. It includes in Section 1: "An employee who is charged for loss or damage by the Employer shall not be subject to both discipline and reimbursement." UPS has to decide and inform the employee and union whether it's going after discipline or reimbursement. This article contains true innocent-till-proven-guilty protections, as it puts the burden of proof on management, through the grievance procedure. Section 2 provides new protections on cash turn-ins and "irregular" checks.

Leave of Absence, Art. 16. Section 1 protects the seniority of UPS Teamsters who are elected or appointed to union office. This will increase the number of good members who may wish to serve our union. Section 6, Family and Medical Leave Act, extends FMLA protections to part-timers who might not otherwise have worked enough hours to qualify under the federal law.

Safety and Health, Art. 18. This ar-

continued on page 5

UPS & Downs

Local 710 Teamsters Reject Contract Offer.

Teamsters in Chicago Local 710 in early November rejected by a 30 to 1 ratio a UPS contract proposal, authorizing a strike. The proposal was similar to the initial "insulting" proposal presented to the national bargaining committee. It called for wage increases of only 35 cents the first year and 30 cents each of the remaining three years of a four-year agreement. It offered only 40 cents per year for benefit contributions, 25 cents into H&W and 15 cents into pensions. The proposal asked for insurance concessions, including no dependent coverage for part-timers hired after July 31, 1993, and \$100 per month copayments on insurance from workers retiring after ratification of the agreement. Local 710 covers UPS Teamsters in Illinois, northwest Indiana and Davenport, Iowa. At press time, negotiations in Local 710, as well as in Chicago Local 705, were continuing. Each local negotiates separate agreements with UPS.

Mechanics Grieve Subcontracting of Decal Work.

If you're a UPS mechanic, it seems you "just don't get no respect." For years mechanics have had some basic demands, including a decent annual tool allowance, and the right to become feeder qualified, if they choose. UPS won't have it. Now mechanics in Miami Local 769 are organizing to win some respect for themselves, and they hope mechanics in other locals will do the same. They've filed grievances under the subcontracting language of the Master Agreement, Article 32, for back pay including all appropriate overtime because UPS subcontracted out the work to put the new globe logo decals on package cars. Decaling had always been the mechanics' work.

UPS Expands Its Air Force.

According to UPS, increased air volume led it to order an additional 10 Boeing 757-200 package freighter aircraft, a deal valued at more than \$600 million. UPS previously had ordered 20 of the aircraft. The 30 aircraft will be delivered between 1994 and 1997, bringing to 65 the number of 757's in its air force. In other financial news, UPS reported that revenues and profits increased through the second quarter ending June 30, 1993. Revenues increased 7% to \$8.55 billion from \$7.99 billion in 1992. Operating profits rose 3.2% to \$610.1 million from \$591.2 million.

THE FEW, THE PROUD, THE 'OVERALLOWED'

UPS Teamsters, here's your chance to order the latest, hot T-shirt — perfect for those post-contract blues!

Also available with a Mack pulling a set of doubles.

Printed in two colors, brown and metallic gold, on an ash gray Hanes 50/50 heavyweight T-shirt, sizes M, L, XL, XXL.

Please send \$10.50 plus \$3 shipping and handling; indicate size and style, and include your name, address and zip code.

Send to:

B.C.S., 6017 Pine Ridge Rd. Suite 200, Naples, Fla. 33999
(This is a project of a UPS Teamster.)



Perrucci on the UPS Contract

Vice President Mario Perrucci was a guest speaker at the TDU Convention, Oct. 30. He spoke before the entire convention, and later met with UPSers at our National UPS Meeting. Following are excerpts from Brother Perrucci's speech, related to the contract.

We looked at what the concerns of our membership were in our survey, and what I heard here (last year), and it was health and welfare, it was pension, wages, job security. And when I met with the General President, he said, "We're going to focus on that, keep your eyes on the ball, that's the way we're going to go."

And we went seven months with this thing ... with the threat of a strike to UPS that was very real. I want to thank you. You were a big part in getting that strike authorization vote. And I believe much of the language that was accomplished was because of that strike vote. And because of the folks in this room who went out to talk to their fellow Teamsters to say we have to do this, when many people are afraid of that word, strike.

Did we keep our eyes on the ball? Yes, I think so. We got innocent till proven guilty. Is it 100% pure innocent till proven guilty? No, but it's 95% ... you have to commit a cardinal sin to be taken off the job. That does not include productivity, it does not include harassment. They cannot take you out for those types of offenses. ... (And) leave of absence (for union officials, to hold their seniority). It was never there before. It's there now. ... Loss and damage, there's better protection for our drivers, handling money and so on.

25-and-Out Pensions

The other big issue I will touch on is 25-and-out pensions. Now, we have achieved that. It was not easy, and it's not every place. The incumbent folks who control those pensions took us on at every single juncture about this. We called them to Washington in February and said, "What will it take in this contract for you to provide to our members in the UPS division a 25-and-out pension? And also, what do you need to maintain the medical, so we don't lose the coverage we have, and perhaps make improvements?"

They gave us figures. We delivered on those figures. That's why in some areas folks are a little upset because the monetary (wage increases) is not where they'd like it. The Central States plan announced a 25-and-out pension. It's a start. It's something nobody thought would be there. And we have other areas that are following suit.

Local 639 in Washington is saying a 25-and-out is a reality. Western Pennsylvania says a 25-and-out is assured by 1995. The Western Conference, although they never committed to a 25-and-out, there's enough money there to make improvements. I did hear from there that the Golden 85 could be dropped down to 80 and even lower, which in essence would give a 25-and-out pension. So things can be done there. We delivered on the money. It's time for these trustees (to deliver).

We're having a problem in New England. The money is there in New

England. The members in New England have to put pressure on the pension plan.

3-Day Select

The other thing in the new contract that has caused mass hysteria is 3-Day Select. It's a new service that we fought over for five months, where UPS is going to create new jobs, layover jobs. ... And if UPS cannot utilize the existing feeder legs, they have to come to me and get prior approval, and those jobs will have to go to freight companies. So for the first time we may be able to help the freight industry out, to haul for UPS — not subcontractors, as R.V. Durham said, not shiny wheels.

We have to police it. There are subcontractors going up and down the roads today pulling UPS boxes. I get calls every day. "What did you do, you gave them subcontracting!" But they've been doing this. This has got nothing to do with 3-Day Select. These are little deals that they have with locals not signatory to the master contract. ... So if you see a box going down the road and somebody says, that's Carey and Perrucci, they gave them that 3-Day Select — that's nonsense. 3-Day Select is not even in yet, can't come in (till the contract is approved).

We could have easily got more money if we'd have continued to give them concessions in working conditions. What they wanted out of that 3-Day Select was, whoever gives us the cheapest bid, we will give the work to. We could have gotten 15 cents more an hour for that. And we would have been heroes for a day, till somebody saw that language and said, "My God, there goes the feeder operation!"

So if I have to take a hit, if the General President has to take a hit because folks don't think monetarily it was good enough, so be it. But at least I know that we can walk out and say that we protected our working conditions, we put strength back into it — and it's going to take the stewards to do it, and the rank and file.

We've been here not quite two years yet. We've made some changes, and there's a lot of work to do. ... You put everything into this reform, a helluva lot more than I ever did, and I appreciate that. I know you want to see things happen much quicker than they are. I'm sorry they're not, but I can pledge that we will continue to look out for your efforts. It's not an easy job, but together we will get it done.

Do We Have a Contract?

Not yet! Several supplements — the Atlantic Area, Central Pennsylvania, Western Pennsylvania, Puerto Rico and New Jersey Mechanics — were rejected by the affected membership of those supplements. So, though the Master Agreement was approved nationally by more than 2-1, it is not in effect until those supplements conclude negotiations and are approved by another secret-ballot vote of the affected membership.

Master Vote Count

The International union has released a complete set of voting totals on the Master Agreement and supplements, broken down by locals. The following chart shows how voting went on the Master Agreement in each supplemental area. For a complete copy, contact TDU; free to members, others please include a donation.

Supplement	Members	Yes	No	%Yes
South	26,318	13,085	4,939	72.6
Central	40,256	16,149	10,898	59.71
West	29,004	13,068	3,594	78.43
West (Master)	20,262	9,679	2,111	82.09
Nor Cal	8,742	3,389	1,483	69.56
East	50,427	19,085	11,209	63.0
Atlantic	13,225	5,493	3,455	61.39
West PA	2,725	997	1,002	49.87
West PA 926	24	2	17	10.53
Central PA	2,733	1,375	696	66.39
Metro Philly	2,750	1,446	404	78.16
Upstate NY	3,837	1,884	815	69.80
Local 804	6,887	1,971	1,219	61.79
Local 177	6,562	2,072	1,336	60.80
177 Mechanics	147	52	63	45.22
New England	9,482	3,736	2,139	63.59
Local 901	341	59	68	46.46
Local 623	1,714	Impounded		
TOTAL	148,005	61,387	30,640	66.71

Using the New Contract Language

continued from page 4

ticle contains much more than can be detailed here. A national safety and health grievance committee is set up to hear grievances under this article and Article 35 (drug testing). Your rights under federal law to refuse to operate unsafe equipment without being disciplined are written more specifically into the contract. There are additional protections on red-tagged equipment. Although it was a compromise, new diesel tractors added after Jan. 1 must have vertical exhaust stacks, and new package trucks after that date must have compartment ventilation. The union can push ergonomics issues through the safety and health committee. The OSHA settlement on a Hazardous Materials Handling Program is written into the contract at Section 28.

Management-Employee Relations, Art. 37. "The anti-harassment article" has new language that must be tested. For example, "The Employer will treat employees with dignity and respect at all times, which shall include ... giving due consideration to the age and physical condition of the employee." This language can be used to protect employees in overly dispatched, production and disability cases. It will be up to members, stewards and BAs to build the well-documented cases that can bring meaning to this language. When asked what is "overly supervised," Perrucci responded, "You can be overly supervised during a one-day ride, can't you?" This perhaps can be useful in conjunction with the innocent-till-proven-guilty and national-committee-review protections.

Air Operation, Art. 40. Important new language to win full-time air drivers is contained in Section 1(b)(2): "The Employer will notify the Union within thirty (30) calendar days in writing when a less than eight (8) hour position is created, and the Union will have thirty (30) calendar days to grieve the implementation if they believe such position is improper. This grievance shall go directly to the National Air Committee." Concern has been expressed about air drivers "on an exception basis" being allowed to make service on non-air packages. The union's position is that this should be a very rare occurrence and only after the regular driver has been through. Common occurrences should be grieved, and such grievances go directly to the National Air Committee.

Premium Services, Art. 43. Members are rightly concerned about this article. It will have to be watched carefully, and UPS is bound to test weak locals. But the alternatives were worse. UPS wanted to subcontract the work to the "lowest bidder." And UPS did not try to double breast a new non-union operation, as CF and Roadway have done. There will be job growth as 3-Day Select grows, opening feeder positions for package car drivers. And UPS will have to present any work that the feeder department can't handle and the carriers it proposes to use to Perrucci, who will have veto power. The union intends to direct such work to union freight carriers. The National Committee met the week of Nov. 8 and the new Joint Premium Service Review Committee was set up.

TDU RANK & FILE CONVENTION



Lucio Reyes, secretary-treasurer of Local 601 in Stockton, Calif., was the keynote speaker at the Saturday night banquet. Local 601 includes striking workers at Diamond Walnut. See page 2 for more on their struggle.

Plan Now Not to Miss

1994 TDU Rank & File Convention

Oct. 28-30

**PHEASANT RUN
Resort & Convention Center
St. Charles, Ill.**

Plan now to be at this well known Chicago-area resort for the most important Teamster event of the year. Watch *Convoy Dispatch* for more information, or call the TDU office at (313) 842-2600.

'The Teamster Revolution is on Track'

On Oct. 29-31, nearly 500 TDU members from across North America returned to an historic site for the 18th TDU Rank & File Convention. The place was the Westin William Penn hotel in Pittsburgh, where four years earlier the rank and file movement heard Ron Carey make the first address of his campaign, and after debate voted to endorse him and join the campaign.

Last month was a much different event. It was not about campaigning for office but about carrying forward a revolution in our union. It was about TDU's vision, strategy and growth. And it was about difficulties and challenges that we face.

This convention was about *leadership*. At the convention were over 70 Teamster officers, including a number of local union principal officers and several International vice presidents. As Ken Paff told the delegates, "Now, TDU is a linkage in a lot more complicated ways. TDU needs to transmit from those folks who have become leaders in the union, to the rank and file activists. And it needs to be a two-way transmission.

"That makes our job more important and also more challenging. We need to maintain unity, while we are moving fast, while history is moving fast. Some of our members have taken on new roles, have major responsibilities, and have a wealth of knowledge to share."

The new challenge of leadership was seen throughout the convention: in discussions and workshops on the IBT financial crisis, at the National Freight Industry Planning Meeting, and in many other discussions.

The convention was also about *commitment*. On Saturday evening, the Teamster members present, who had paid their own way to attend the convention, donated and pledged over \$43,000 to TDU to keep this movement going forward. That's the kind of commitment that built this union and is rebuilding it now.

Members came together to charge their batteries with the solidarity and the knowledge they will need for the battles in the year ahead.

The convention was about *building at the bottom*. TDU co-chair and International VP Diana Kilmury told the gathering that "the Teamster revolution is on track," and TDU is committed to keeping it moving down that track, and at a faster pace.

The only way to do that is with a strong rank and file movement, a strong TDU. Only a strong TDU can provide a counter force to the pressures on the IBT from both the corporations and the old guard. Only a strong TDU can unite members to transform our local unions. Only a strong TDU can mobilize for solidarity and stronger contracts.

Teamsters left Pittsburgh committed to building TDU larger and stronger in the year ahead.



Workshops are an important part of every TDU Convention. Above, UPSers met to discuss the new contract and what it will mean in the workplace.

VENTION



1993 Top TDU Recruiter

Al Adams (pictured above) was presented an award at the convention for being the top TDU recruiter of 1993.

"I want to thank TDU for helping me to keep our membership informed.

"Cleveland TDU has been able to build its membership by showing our dedication to what we believe TDU stands for, an active and aware rank and file membership.

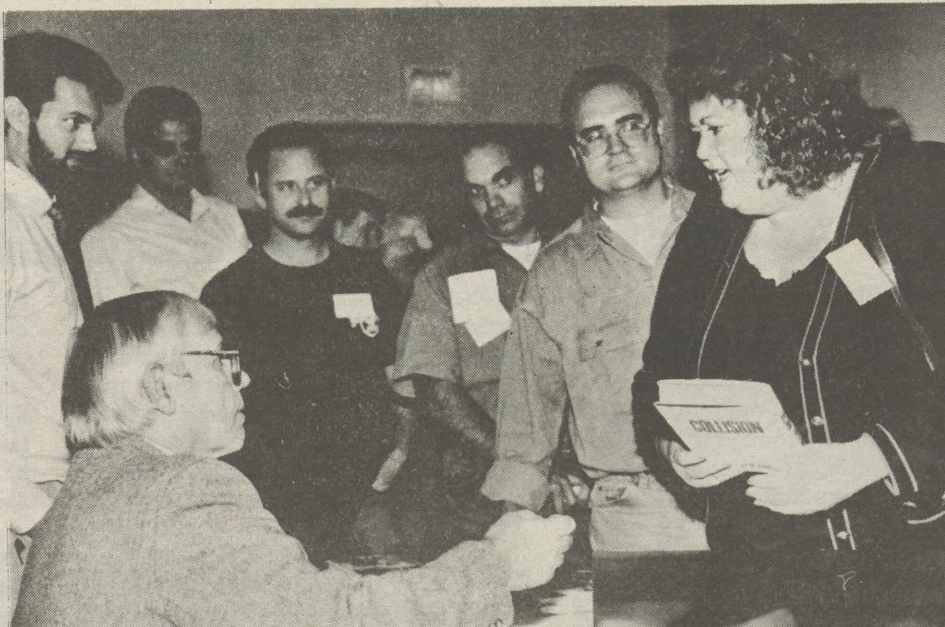
"Convoy-Dispatch is the best tool I have to inform and recruit. I try to be there with the latest facts and do not hesitate to call Detroit to help me out. The key to recruitment is talking TDU to people. I always have Convoys and

membership cards on hand. Teamsters are not likely to join TDU unless you explain what our movement is all about and ask them to join.

"Recruitment is the key to building our movement. As often as possible I have them fill out their membership card in my presence, give me their dues, and I send it in for them.

"I thank TDU for this award, but I welcome all the competition I can get for next years' Top Recruiter. We all have to get out there, talk TDU, and expand our recruitment efforts if TDU is going to fulfill its potential within the Teamsters."

T.D.U.
NATIONAL
CONVENTION



At top, Ken Crowe, author of "Collision: How the Rank and File Took Back the Teamsters," autographs books for members after speaking at the Friday night program.

Above right, O.L. Pinson of Shreveport Local 568 speaking from the floor during a general session.

At left, even Barney came to help with TDU fundraising Saturday evening.

'We Won't Stop Until the Task is Finished'

Patricia Franks, UPS worker and Allentown, Pa., Local 773 trustee, delivered the welcoming address to the convention on Oct. 30. We reprint part of it below.

... This weekend we are gathered together for fellowship, camaraderie and education. We also want to use our time this weekend to dream. Dream about the direction we would like to see the labor movement evolve. Think about what kind of working conditions we are creating for our children and grandchildren.

I listened to Nick Salvatore speak yesterday, and he noted that we have to be ready to take advantage of the moment. In order to do that we need to have a goal and a plan. The workshops and conversations that you experience this weekend will give you the tools, the know how, and the contacts to build the bridges that will connect these dreams.

Some in this union say the fight is over and we have won, but we know that's not true. A more accurate statement might be that the fight is ongoing and we've won some significant battles, but we also know we have a long way to go.

Our enemies are powerful and many—from the corporate boardrooms where strategies are laid out to steal the food from our families in the disguise of concessions and flexibility, to those enemies within masquerading as unionists, but in reality the same caliber of charlatan that we see in the boardrooms of the companies.

It's true, the Pressers and Fitzsimmons are gone, and we now have people at the top of our union, and in other levels also, who we can proudly call unionists. Don't forget for one moment, however, the entrenched parasites who, like cockroaches, hide from the light of truth, but in the dark try everything in their power to turn back the progress for which we have fought for so long.

Brothers and sisters, welcome to the convention, join in the experience of righteousness, enjoy the camaraderie of those gathered, but make a solemn promise that when you leave this hotel on Sunday and return to your homes, you will go out on Monday and be rejuvenated, recharged, and as committed as always to getting the job done. We won't stop until the task is finished.

BE A TDU BUILDER

Join those who pledged and donated \$43,000 at the TDU Rank & File Convention to build our movement. If you send in \$200 or more, or pledge \$20 per month for one year, you'll be honored as a TDU Builder and receive a special lapel pin in recognition.

_____ I'll pledge \$20 per month, or \$_____ per month, for one year.
Send me a monthly reminder.

I'll make a special donation of
☐ \$20 ☐ \$30 ☐ \$50 ☐ \$100 ☐ \$200 ☐ Other _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Please make your check payable to TDU. Donations are not tax deductible.

No contributions accepted from employers or union funds.

☐ I wish to remain anonymous. ☐ You may print my name as a donor.

Mail to: TDU, P.O. Box 10128, Detroit, Mich. 48210

INSIDE OUR UNION

Old Guard Takes the Offensive

IBT Special Convention Likely

In early November certain old guard Teamster officials, led by Larry Brennan of Michigan, and R. V. Durham of North Carolina, attempted to take the offensive in their on-going war against the elected IBT leadership. They called a meeting of all joint council principal officers regarding the IBT financial crisis and what to do about it, based on their program. The meeting was called for Nov. 22, in Chicago, as a set-up to confront Ron Carey and the new IBT leadership.

They included a letter from the three old guard IBT trustees, which calls for essentially shutting down the IBT, calling off strikes, and hamstringing reform.

Carey responded with a strongly worded letter denouncing the meeting as a political ploy, and pointed out that the signers of the call include people like R. V. Durham and Mike Riley, who got our union into the financial mess we face.

Some nine heads of joint councils, led by John Morris of Pennsylvania, put out their own statement denouncing the planned meeting.

The meeting never happened. It fizzled out, and was called off. Instead of rallying all the old guard joint council presidents, some of the original nine who signed the call deserted it, like rats off a sinking ship. For example, Mike Riley's name was on the call for the meeting but later he claimed that was a mistake.

Power Struggle Obscures Issue

The internal power struggle goes on inside our union, but the financial crisis remains, and grows worse. There is now about \$30 million in our strike fund, and it will likely be broke within a year unless action is taken to fund it.

So while the old guard tries to use the financial crisis for political gain, the situation grows more serious. Carey is right to attack these hypocrites who ran our union into the ground, but he needs to lead a campaign now to deal with the serious financial situation. The time for strong leadership is overdue.

In January the General Executive Board of the International will meet, and take up what to do about this situa-

tion. A Special Convention of the IBT can be called by a two-thirds vote of the GEB, which can set all rules and procedures for the Special Convention. A Special Convention could be held in the first half of 1994. Other plans have been offered and are being considered as well.

A lot is on the line. We can't support strikes without a treasury. We can't build corporate campaigns, or develop organizing drives, or back up our local

unions without a treasury. And perhaps most important, without a sound financial basis, we cannot carry forward the revolution in our Teamsters union.

It's time to get the issue out of a political blame game and into a serious discussion of solving the problem.

(For more information, order "The IBT Financial Crisis & Special Convention" from TDU. Free to members, others please include donation.)

Many Entries, No Cigar

Ron Carey Accused of Respecting Picket Lines

The response to our contest, "Predict the Next Old Guard Lie about Ron Carey" was overwhelming, with piles of creative answers coming into the TDU office. However, even the creative spirit of the rank and file could not match the bizarre reality of old guard charges against Carey.

On Nov. 22, *Time* magazine, relying on the same old guard sources and mostly repeating the same old lies about Carey, came up with the a new one, and we feel it is the best one yet: **Ron Carey has a history of respecting all Teamster picket lines!**

That's right. This bold allegation is in print. It seems that Carey, as president of Local 804 in New York, stands accused of routinely calling on 804 members to respect picket lines, without first conducting investigations to determine if the picket lines are somehow mob-related. The exact charge is that "Carey would honor the strike, without even investigating the nature, purpose, or legitimacy of the strike."

We are not making this up. "Teamsters First" (the Durham-Riley-Cook old guard) faxed it to every local union, claiming it is a "blockbuster" revelation. It must really shock these millionaires to find an official who just automatically wants to honor Teamster pickets against corporations.

All we can say is, we hope Ron Carey pleads "guilty as charged" to the crime of respecting picket lines. We even hope this spreads into an epidemic of solidarity.

In 17 years of TDU's existence, we have never once found a strike we determined should be busted, no matter who the head of the striking local is or was. So we would like to enthusiastically plead "guilty" also.

Rank and File Answers

Meanwhile, back on planet earth, where Teamster rank and filers live and work (and occasionally picket) we did get some comic answers to our contest.

• A brother from Norristown, Pa., Local 384 predicted that Saddam Hussein's personal chef is author of Carey's favorite tuna salad recipe

and that it is not dolphin safe.

- From Wisconsin Local 344 we hear Carey may be accused of molesting Mia Farrow's daughter and it may, indeed, be Carey who shot and killed Dan Liguoritis' son.
- Many of you implicated Carey in the disappearance of Jimmy Hoffa.
- One member from Texas accused Carey of being secretly married to Tammy Faye Baker.
- Accusations of Carey being a Communist ran about even with his having undergone a sex-change operation.
- A Teamster from Chicago Local 710 got it completely backward, suggesting that "Ron Carey is not Irish." Amazingly, *Time* magazine says the real scandal is that he's a member of Irish American Teamsters.

While your efforts at predicting the next Teamsters First lie were valiant they do indicate far too many of you are reading the tabloids and none of you got it quite right.

But who would have guessed? He respects picket lines? Is a member of the Irish American Teamsters? Or our personal favorite — Ron Carey, a local union president for 22 years, knew Joe T., the head of his Joint Council. Imagine the excitement in the *Time* newsroom when Teamsters First leaked that juicy revelation. Whoa, stop the presses!

Yager, Kaiser Lose in Court

In November a federal judge in Washington, D.C., denied a claim by Jack Yager and Brendan Kaiser that they were unfairly removed from Teamster office for undercutting grievance reform and making sweetheart deals. Yager and Kaiser sought a preliminary injunction on the issue, but the court ruled that they met zero of the four criteria that they would have to meet to warrant an injunction. In September they were removed from office and barred for life from holding any Teamster post.

'At Stake Is the Future of the International Union'

The TDU Rank & File Convention in Pittsburgh was addressed by a few of our elected International vice presidents, on issues before this union. One of the most important issues before us is the financial crisis of the IBT. Here we reprint excerpts from the remarks of Bill Urman, International vice president for the Central Conference of Teamsters.

The financial crisis is in my opinion the biggest problem that the International union faces.

When I was first elected secretary-treasurer of Local 792 I was filled with all kinds of ideas to turn the local around, to mobilize the membership, and more. I discovered a reality check when I found that the treasury of the local simply did not allow us to do some things, that it would take a healthy treasury to do what was needed.

Financial problems can destroy a local union. Well, it's kind of *deja vu* here for me. Once again, I was elected (as an International vice president) and once again with hopes and dreams and aspirations ... everyone realizes how much unfinished business there is ... well, once again we are faced with a situation where the kitty is a little bit short.

What is at stake is the future of the International union, and that is quite simply the case. There is going to be, as we go down this path and resolve this problem, a lot of

politics, blame, and misinformation. Being who you are, Teamster activists, I would advise that you keep your brothers and sisters out there informed, because we have to have an informed debate as the facts get discussed.

There are a few numbers that are important. The International has not operated in the black since 1983. In the years that followed, a picture was painted that said don't worry, everything's OK. Unfortunately, too many local officers bought that, or were afraid to question it.

And now we are paying for the sins of the past. The government has gotten involved in this union at a cost of some \$40 million. That's a hefty price tag for something that should have been happening in the first place.

Long-Term Solution — Organize

55% of our local unions last year operated in the red. Dues income is an immediate solution, but the more long-term solution to the problem involves organizing.

The financial crisis needs to be dealt with. And it is also a kind of wake-up call. It offers us a chance to examine how we do business.

I am standing here today asking for your support for some kind of dues increase. But I'm also here to ask you to consider what needs to be done to rebuild the membership of this union.

CARHAUL, BREWERY NEWS

Productivity as God

Slip-seating and Night Deliveries

A night delivery at a dark or poorly lit dealership in an unfamiliar neighborhood on a cold, wet, winter night. It's no fun.

Having to unload cars, trucks or vans in broad daylight is hard enough. When nobody is around, (except maybe a crackhead who wants your wallet) it's dark and it's down right dangerous! What happens if you fall and crack your head and you are knocked unconscious? Who would know? Who would help? Dealerships are closed at night. No one would know if you slipped on the icy ramp, hurting your back. No one would know that you fell from the top of the truck while unloading cars.

Another problem is that no one is there to verify delivery and check vehicles for damage. Can dealers be trusted to report actual damage? Will the driver be held responsible for damages that may or may not actually be his or her fault? Isn't damage more likely to occur if the driver can't see what he is doing?

So what's good about night deliveries and slip-seating? The bottom line. Carhaul companies who, because of the desire to get the most out of their equipment and manpower, want round-the-clock productivity. They have little regard for the driver's safety. Important pre-trip inspections

on trucks and proper maintenance gives way to pitstop refueling, change of drivers and an out the gate again routine. This pony-express type of delivery wasn't good for horses (or the riders) in the old days and on today's crowded highways it is even more dangerous.

Gene Moriarty, International representative and trustee of Local 841 in Boston, Mass., has been concerned about the safety of drivers in slip-seat operations in his area. Moriarty argues that employers need to equip trucks with lights for night deliveries and the drivers need to have a personal communication device on them that could be used to call for help in case of injury or other emergency. "Such devices are available on the market right now and M&G has agreed to look into the cost of equipping drivers with them," said Moriarty. "Dealerships that are especially dangerous because of a high crime rate in the area or poor lighting should be reported by drivers to the employer and the union and investigated by both. This should be on-site and with the driver present. If a dealership is found to be too hazardous for delivery then they should be taken off the list for night deliveries." Moriarty also contends that drivers should not be held accountable for any damage that occurs during night deliveries, other than obvious "bridge damage."

Grievances on slip-seating are still pending with the National Grievance Panel. Employers want this round-the-clock operation and we can assume that they will fight hard to retain those areas where they have already established slip-seating and night deliveries, and expand into other areas if unopposed.

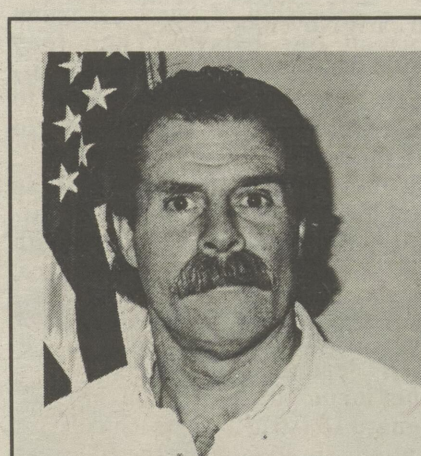
Teamsters who have experience with night deliveries in their area can help by sharing your concerns with other carhaulers, by contacting TDU.

Carey Suspends Owens, Lee, Jackson

General President Ron Carey has suspended Ron Owens, president of Local 299, and business agents Charlie Lee and J.D. Jackson after an Ethical Practice Committee (EPC) investigation.

The three Detroit Teamster officials were suspended from holding office for referring friends and relatives to be hired above senior Teamsters at Michigan Minority, a carhaul company that took over some of the yard work in Wayne, Mich. Ron Owens received a six-month suspension without pay, and Lee and Jackson both received one-year suspensions without pay that begin on Dec. 1. Carey also ordered the three officers to repay the local union \$11,000 which was paid to members of the local to settle a complaint filed with the NLRB.

The lesser suspension Owens received is in part because Carey found that Owens "was not directly involved



Mike Hadden
Local 604, Cassens
St. Louis

Another TDU Convention has come and gone and my batteries are fully charged. What remains are the lasting memories along with the great feeling of seeing old friends and making new ones.

Cynthia Zavala, from Local 601 in Stockton, Calif., gave a heart warming account of their long struggle against Diamond Walnut. She told us how the strikers brought about community awareness and media exposure by fasting for forty days on nothing but water. Later, Lucio Reyes, secretary-treasurer of Local 601, gave an excellent overview of their efforts and where they stand now.

We listened as IBT Vice President Bill Urman told us that we (TDU) are considered to be the heart of the Teamsters.

Finally, I can't express my feelings at the moment I heard my name called out as a newly elected International Steering Committee member. I can't wait until our first ISC meeting. See you next year.

Force Bargaining to Protect Jobs

Teamsters Strike at Saturn

After an eight-day strike that seriously curtailed shipments from GM's Saturn plant in Spring Hill, Tenn., 85 new Teamster carhaulers forced QAT and Transportation Unlimited (Ryder/QAT's leasing agent) to recognize the Teamsters and bargain over a contract, aiming to bring the carhaulers under the National Master Automotive Transporters Agreement.

In September QAT drivers voted overwhelmingly to join the Teamsters. They were formerly represented by Production Workers Local 707, an independent union based in Chicago that worked hand in hand with Transportation Unlimited and provided substandard wages and benefits under a sweetheart agreement.

On Oct. 30 the Teamsters struck the company in response to QAT's move to cancel Transportation Unlimited's lease agreement and bring in another

contractor, terminating the 85 drivers. After a week of picketing cars began to pile up, and court actions against the union were begun. The strike brought QAT around to the notion that they could not simply cancel the agreement with Transportation Unlimited and get rid of the 85 new Teamsters. The strike was supported by Teamster carhaulers from around the country who honored the picket line.

As part of the bargaining process, QAT will agree that in the event that Transportation Unlimited's lease agreement is ever canceled the drivers will be able to follow their work. Negotiations continue between Transportation Unlimited and the union over the terms of the contract. The new Teamsters will be under some kind of rider to the national carhaul contract. Watch our next issue for an update.

Anheuser Busch Pushes Concessions

Flexibility, apprentice, commitment to excellence and managed care. These are the words that continue to be heard around the negotiating table with the world's largest brewer, Anheuser-Busch, Inc.

It is A-B's position that these items are critical if the company is to compete in an ever changing marketplace. From a union standpoint it spells disaster.

The "flexibility" issue is designed to gut the skilled trades. The apprenticeship program is A-B's attempt to get a two-tier wage system through the back door. "Commitment to Excellence" is just another union-busting labor-management cooperation scheme and Managed Care is simply another way of reducing health care benefits by awarding contracts to the lowest bidder.

The first three negotiating sessions are not a good start. All three have

been dedicated to clarification of the company's proposals. Meanwhile, the union's proposals continue to collect dust.

Laughton has split the negotiating team into committees to address the company's various proposals. Unfortunately, he doesn't bother to inform them about what's going on elsewhere in negotiations and the rank and file is being kept completely in the dark.

Past experience has made A-B Teamsters suspicious of Director Laughton's mode of operation. Rank and file Teamsters would like to see the personal involvement of General President Ron Carey in these negotiations, just as he has been involved in carhaul, UPS, Northwest Airlines, and freight negotiations. Even more important, A-B Teamsters need to get involved. Attend local meetings and request reports on bargaining. It's our contract.

in the referrals as were Brothers Lee and Jackson." Carey's decision to suspend the three came after the three-person EPC panel voted 2-1 to recommend that all charges be dismissed and no penalties imposed on the three officers. Carey found, however, that circumstances in the case smacked too closely of nepotism and overruled the panel's recommendation.

Owens has been on leave from his position as director of the Carhaul Division, an appointment given to him by Carey, for the last five months, pending the investigation. To carhaulers, who have looked to the International for leadership and have seen positive changes since Carey was elected, the turmoil surrounding Owens has virtually put reforms in the industry on hold.

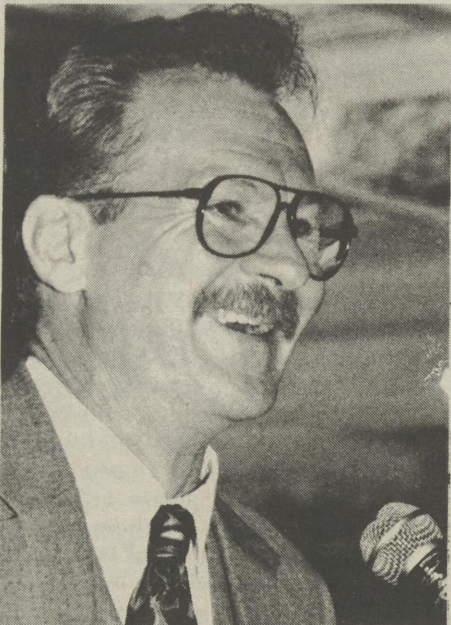
Chuck Piscitello has been the acting director of carhaul since Owens went on leave.

LOCAL UNION NEWS

Local Election Victories Spread

continued from page 1
NMFA negotiations," said Greene. "The membership of our local union reformed our bylaws. Then they elected reform leadership. Now I'm asking them to stay active. It's going to take their continued involvement to move forward."

The new local leaderships of these three Florida locals can play an important role in coordinated activities with other locals in this bi-state conference.



Pete Peterson, Orlando, Fla., Local 385 president-elect

In Reading Pa., Local 429, a reform slate, the Kistler-Sentz Team, swept all seven executive board positions and all six elected BAs by an average 250-vote margin. This is an important local, first because, with over 4,600 members it is one of the largest in Central Pennsylvania, but more importantly because Local 429 controls the union side of the health and welfare fund and pension fund for all Central Pennsylvania locals.

The pension fund, in particular, is a disgrace and has long been a point of contention in the area. During the previous administration President Jim Burns exercised autocratic control over the fund, refusing to open the books to the International Union and contemptuously dismissing any attempts at intervention coming from either concerned rank and filers or even elected leaders of other covered locals. "This is my fund," seemed to be his favorite saying.

But not anymore. According to the new President-elect Ron Kistler, "We haven't taken office yet and we won't until after the first of the year, but we've already been hard at work on the pension. We've been in contact with the International and have invited in their pension experts to examine the numbers and provide us with some alternatives. Obviously until we see the numbers I can't make any specific

promises but when that study is completed we will fight with all our might to provide the best pension improvements possible consistent with maintaining the financial integrity of the fund.

"That's what we promised during the campaign and that's what we intend to do."

In Minneapolis Local 792, TDUer and International vice president Bill Urman was overwhelming re-elected, as were other incumbent reformers across the union. Some have won hard fought contests, some have won

without opposition. These include Ward Allen in Bakersfield Local 87, Dave Daneluz in San Francisco Local 216, and Tom Griffith in Harrisburg Local 776.

In St Louis Local 600, a reform slate endorsed by International VP Dennis Skelton won a re-run election, taking almost every position. John Kennedy won the president position over incumbent Ernie Kon. The election of a year ago had been challenged in court by the Department of Labor.

Watch next issue for more local union election coverage.

Clean Up in Local 507

continued from page 1

the Friedman family, Friedman was able to orchestrate the diversion of health and welfare, pension, and general funds away from Teamsters Local 507 into the Bakers. Staff, BAs, benefit funds, computer time and office space were shared between the two unions with the Friedman-controlled Bakers local always benefitting at the expense of the Teamsters.

As a result, Judge Lacey suspended 11 other officials, including six out of seven executive board members and five business agents. This left the local with only five remaining BAs. The IBT's assistant trustee, Bob Wenger, suspended another agent for threatening a member by telephone. This leaves what the rank and file refer to as the "Remaining Four."

Rank and File Organize

Meanwhile, the rank and file have not been silent. They have organized a strong reform movement within the local. This movement is led by a former Local 507 BA, Steve French, who was

fired after breaking with the Friedman machine and only recently reappointed by the trustee.

Hundreds have attended reform campaign meetings and the Voland-French team has developed a network of supporters who are able to distribute literature to all of Local 507's 3,105 members at 120 warehouses and shops on two days' notice. With a supervised election scheduled for this month one of the ugliest chapters in our union's history may soon come to a close. And it is happening just as it should, through the efforts of rank and file Teamsters to take back their own local union.

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order a regular bundle of *Convoy Dispatch* to distribute to fellow Teamsters.

TEAMSTERS 399



Celebrating a \$75,000 arbitration victory over Southern California Couriers at Universal Studios, these Los Angeles Local 399 Teamsters each held a 100 Grand candy bar with a quarter bitten out of it and toasted the New Teamsters General President with an RC Cola.

Local 829 Assets Rusting Away

Local 829 in Billerica, Mass., is fighting to stay in the black financially, but an unneeded, unregistered union vehicle still sits in Secretary-Treasurer Dan McGlaughlin's driveway, more than a year after it was taken off the road.

Members have expressed outrage that in a local that recently lost 300 members in the closing of a Purity Supermarket distribution center, and where leaders laid off a business agent last month, a 1991 Ford Crown Victoria with a blue book value of \$11,450 sits depreciating and uninsured.

Tom Healy, a former trustee of the local said, "Our local is running in the

red. Given the recent loss of so many members, and the resulting financial strain, it's unwise to allow a valuable piece of union property to sit unused and uninsured."

Joe Dixon, the business agent who was laid off at McGlaughlin's insistence in spite of rank and file pressure to reinstate him, had turned down the use of the union car as a cost-saving measure. Instead he was being reimbursed for official use of his own car.

Local 829 members have succeeded in pressuring the local to take action. Dan McGlaughlin announced at their Nov. 14 membership meeting that the local will finally put the car up for bid.

Will CF Send You to Jail?

Dudley Stewart
Local 87 Trustee
Bakersfield, Calif.

That's exactly what CF did to Local 87 business rep Glenn Kelley on the morning of Aug. 2. Kelley had gone to the Bakersfield, Calif., terminal to finish up investigating some grievances. The day before CF had called the Bakersfield police, claiming that Kelley was causing a disturbance. Cooler heads prevailed, and the police backed away, apparently refusing to get involved in a union dispute.

Kelley was attempting to find out if a terminal supervisor was performing bargaining unit work. The company, clearly annoyed by Kelley's persistence, tried to intimidate the union. It didn't work, since Kelley was back the next day. On that day the terminal manager was absent. The supervisor, apparently seeing a chance to show what an aggressive supervisor he was, called the police the minute Kelley appeared out on the platform. He also called Local 87 and told Secretary-Treasurer Ward Allen that he was sure that Kelley was there to cause a disruption.

When Allen protested that Kelley had every right to be there, the supervisor hung up and the police hauled Kelley off to jail for trespassing.

Local 87 responded by filing unfair labor charges with the NLRB, some of which have been deferred to the grievance procedure, and by preparing a multi-million dollar lawsuit aimed at CF and the supervisor. Kelley's arrest for trespassing has now been nullified by Bakersfield courts, which dismissed the action and the arrest.

As an interesting side note, similar situations have recently and suddenly occurred in both Sacramento Local 150 (business agent Chris Folkman was physically grabbed and shoved by a CF supervisor) and in Reno, Nev., Local 533. CF's response to date? A long, rambling letter by the regional manager trying to put the blame on Local 87, and a termination of the Local 87 steward over trumped up charges of stealing a CF padlock.

What's gotten into CF Motor Freight? Only they know for sure, but it certainly appears they're headed down the wrong road.

LETTERS FROM OUR MEMBERS

The Heroes of Our Movement

I recently attended my first TDU Convention in Pittsburgh. I must thank all those who helped me with their financial contributions that allowed me to attend. I learned a lot in those two days. I talked to a lot of people and listened to the struggles that my sisters and brothers across the country are involved in. I found out that the things going on in my workplace and my local are not an aberration and that I'm not crazy. The same problems we encounter here in Minnesota are happening all across the country.

I was privileged to meet two heroes at the convention. These two people aren't movie stars, or athletes or figures of world renown. They are simple working people of heroic proportions. I saw both of them speak and both of them rouse over 400 Teamsters to standing ovations and I saw both of them bring that same 400 to tears.

We have had many heroes in the history of our country, at Normandy, Iwo Jima, Vietnam, Desert Storm and recently an heroic young helicopter pilot who was shot down in Somalia while trying to bring relief to oppressed people there. All those heroes fought battles against oppression and were backed by the military might of this country. The people of whom I speak are also front-line fighters, fighting only with the fortitude in their hearts and the support of those like them.

All of you who were at the convention know who Cynthia Zavala and Lucio Reyes are, but for those of you who weren't there, they are the front-line fighters, the heroes of today.

This letter is to all of you who don't know them so maybe you can understand the need for all of us to stick together and fight injustice when and where it happens. It may be on your doorstep next.

This letter is especially to Cynthia, Lucio, members of Teamsters Local 601 and the strikers at Diamond Walnut in Stockton, Calif.

I send you my support and my prayers that your heart-rending battle will soon be won. Thank you and good luck. Vaya con Dios.

Larry O. Westbrook
Local 638, Minneapolis Star Tribune
Minneapolis

UPS Contract Not All We Wanted, But a Foundation

I wish every UPS Teamster could have attended the TDU Convention and the two UPS meetings that were held. Mario Perrucci attended one of them and was straightforward and honest in his explanation. He helped us understand the new language, and that it is not what we wanted, but lays the foundation to build on.

Our second UPS meeting was very

educational. We are preparing for the future and what we can expect from UPS.

Also, we heard first-hand about the prospects for a lawsuit on working off the clock.

I believe that Carey and Perrucci did all they could and taking everything into consideration did what was best for everyone on the whole.

I don't like parts of the contract and I voted no. I feel that's what it takes to make UPS understand what our negotiators were trying to tell them.

Carl Davis
Local 164, UPS
Jackson, Mich.

Should Have Struck UPS

UPS is overextended and in the midst of a worldwide expansion. They clearly know their stock is worthless without production, and we the workers know they get their production from our blood, sweat and toil. UPS could not have taken a strike for long in peak season; however, when the decisive moment came for a strike our union leadership showed a lack of desire to fight the bosses.

The gap between the top and bottom pay scales will increase substantially in four long years. Moreover, the failure to achieve a living wage for part-timers will create a situation in which management can easily whip-saw one end against the other.

The total of 500 full-time jobs to be created in UPS air operations in no way will stem the constant expansion of part-time wage slavery.

I strongly suggest TDU's national leadership reread Article IX of the Rank and File Bill of Rights and

rededicate themselves to the principle that we should bring all wage levels up to the highest standards, not a lot for the few and a little for the many.

Roger J. Wilkins
Local 315 steward, UPS part-time
Richmond, Calif.

United We Can Make a Difference

Keep up the good work! No matter who is at the top, rank and file participation is the only way to have a strong union. There are still a lot of old guard officials, some of whom now claim to talk about democracy (where were they the last 20 years?) who want us to go back to the old ways of keeping us out of decisions. All Teamsters have a duty to be involved in their union and make it democratic. United, the rank and file can make a difference.

Mike Turnure
Local 320, University of Minnesota
St. Paul

We Have Made a Difference

I have been a Teamster for 17 years and am currently a business representative for Local 601 in Stockton, Calif. I have also been a TDU member for the past few years.

Through all my years as a member, I have never been so encouraged about the direction of our union as I am today, returning home from the TDU Convention.

When I look and see how TDU, a full-fledged member-oriented organization, the General Executive Board, and most of all, the members are working together for the common purpose of rebuilding our union, I'm

thrilled. I wasn't sure this could happen during my lifetime. Two years ago I and most of my friends thought it was almost impossible for this to happen.

Our members are beginning to participate more and more in the developments in our union. That's what unionism is all about.

Our International union is getting involved in the thick of things, even going into the walnut fields to get support for striking members. And TDU, more than ever, is encouraging and educating members on their rights and helping them.

It does make a difference!

Rudy Hernandez
Local 601 business representative
Stockton, Calif.

Dark Days Revived In Cleveland Local

In any campaign, mud slinging has become the norm. If a party has no direction or platform to promote, their only hope is to discredit their opponent.

A small group in Cleveland Local 507 has sunk to new depths. They are promoting the revival of BLAST (Brotherhood of Loyal Americans and Strong Teamsters), which began in Local 507 under Jackie Presser's reign. This was one of the darkest periods in Teamster history. BLAST's sole purpose was to eliminate any reform within our union. Violence and intimidation were their standard tools.

If in fact the Teamsters organization is a brotherhood, how can anyone endorse a group that denies members the right to speak?

Tom Rose
Local 507, Halex
Cleveland

TDU Convention Speech

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and social security? Both of which were brought about by unions. If one just looks at all the homeless people around the country, we think you can readily see what our fate would be if there had been no unions.

It is one of the reasons we stay active, because we feel we owe a great deal of gratitude to the courageous people who back in the 1930s fought bitter battles in the streets of most major cities in this country in order to secure benefits that we now enjoy. They won these struggles solely because they were united. They knew only too well that they would have to belong to unions if there was to be any chance of victory.

One of the main reasons unions are in trouble now is because the membership got fat and lazy and failed to take an active part in their locals, which brought about corrupt leadership that brought us to the low point where we are now.

Fortunately we are beginning to rebuild. Your situation here under the leadership of Brother Hasegawa is a good example of what a union should

be. One that is doing its utmost to get you actively involved in your union. Because he knows that the only strength that working people have is in bonding together with their brothers and sisters and presenting a united front to the employers.

One of the main reasons for the formation of unions was working conditions. It was not too many years ago that the country was teeming with sweatshops where employees were young children who worked under intolerable conditions. They worked 10 to 12 hours a day for meager wages. There were no benefits, social security, unemployment, disability insurance. Holidays, vacations and sick days were unheard of. These children never had a childhood. They were just fodder for the huge factories of that time. Ironically, and as unbelievable as it may seem, these conditions are still alive and doing well just south of the U.S.-Mexican border. These factories are owned and operated by the descendants of the same greedy, heartless people of yesteryear. Over the years unions have made great strides, correct-

ing most of these abuses. But they failed to stamp out the root cause, which is the greed and absolute disregard for the welfare of anyone outside of their own ruling elite.

In closing let me say what I'm sure you already know, that these are perilous times for working people. Good jobs with good working conditions are becoming as scarce as hen's teeth. Your failure to become involved in your local union could prove disastrous to you and your family's well-being. As I mentioned earlier, leadership is essential to good unionism. Both General President Ron Carey and your secretary-treasurer, Bob Hasegawa, are hard-working, dedicated leaders doing their utmost to improve the lot of working people. But as dedicated as they are, and as hard as they may try, they are helpless without you.

You are the captains of your own destiny. It is your commitment to the union that will be the final deciding factor whether we go forward with pride and dignity as productive members of this society, or we revert back to the old days of poverty and serfdom.

'We Must Stand Together'

The following speech was delivered to the TDU Rank & File Convention on Oct. 31 by Bill Slater. A long-time TDU member, Bill is a retired carhauler from Northern California.

Good evening brothers and sisters and welcome to the 18th convening of Teamsters for a Democratic Union. As always it is great to be back amongst friends. Recently I attended the AFL-CIO convention in San Francisco. While I had been warned that it would be a rather dull affair, I was not prepared for the politically correct spectacle that I witnessed. I would not say that it was a complete waste of time. I must say, however, that in my judgment never have so many gathered to do so little. The only things that I heard that I thought were worthwhile were speeches from the head of the Canadian Auto Workers, Bob White,



Bill Slater

and the spellbinder Jesse Jackson.

There were a couple of anti-NAFTA rallies that I attended. One was an unofficial gathering made up mostly of rank and filers. The purpose was to let President Clinton know of our displeasure with his support of the NAFTA agreement. Our demonstration was held at the main entrance of the convention hotel. It came as no surprise that the President entered the building through some other entrance.

The second rally was the official one, well advertised and held in Union Square, in the heart of downtown San Francisco and just a short distance from where the convention was being held. Most of the people gathered there were rank and filers and local union officers. I should mention that our own Teamster vice presidents Diana Kilmury and Ken Mee were in attendance. In fact, Brother Mee and I spent considerable time making up several hundred signs for the event. While the crowd was numerically respectable, it could have been a block-buster, if only those politically correct delegates who were expounding so vociferously at the convention against NAFTA had showed up at the rally. But in any event, one would have thought that we would get a little media coverage. Well, it was less than little. I turned on the local CBS station at 10 o'clock and watched for a whole hour. Not one word was mentioned about the convention or rally. I saw a lady kiss a pig. I saw and heard how I could start up a micro brewery. They showed Jesse Jackson at a local church function, but

never mentioned the fact that he also spoke at our rally in Union Square.

I was so angry that the next morning I called the station to complain. I was told that the convention and rally were on the five o'clock news. I asked him if he did not feel that a gathering of delegates from practically every union in the country was at least as important as a lady kissing a pig. He answered by asking me for my phone number and said he would get back to me later, after he had a chance to talk to the news director. I told him not to bother, as I was well aware that Westinghouse was the corporate owner of the station,

sit on our victory and let the International union fight the battle alone. As Victor Reuther said, as the old guard tries to topple the union, TDU must be there to see to it that it remains upright. Please do not go back to the old days of letting a few good old boys run your union. Do not revert to that old attitude that you can take care of yourself. You know that solidarity is the only way that working people can survive. I am reminded of an article in the *National Geographic* magazine which told the story about clear-cutting of those magnificent old redwood trees not far from where I live in North-

"As the old guard tries to topple the union, TDU must be there to see to it that it remains upright."

and since the main theme of the convention was "No on NAFTA," it did not take a rocket scientist to figure out what was going on.

My point, brothers and sisters, is that what I witnessed in San Francisco was the two-headed monster that is killing the labor movement in this country. Number one is the inept leadership of the AFL-CIO which, in my opinion, aligns itself more with corporate America than it does with those who pay the bills. Number two is the totally owned corporate information media in this country. If labor cannot find a way to exploit the exploding media market, then I fear it will be a long, hard road for the working class. He who controls the media controls the country.

ern California. It stated how after clear-cutting they would leave one seed tree, but they soon found out that those giant trees have to live in groves. They need the protection of one another, because without it they will soon be blown over by the winter storms. So, like the giant trees, we must stand together in order to withstand the corporate storms that are now raging in this country.

Good, tough, militant unions are our best defense against those who desire to crush us. We have proven with the election of Ron Carey that TDU is our best vehicle to build the tough, militant rank and file it will take in order to rebuild our local unions.

Message to New Members

It will take people like Bob Hasegawa, principal officer of Local 174 in Seattle, who invited my friend Bob Mattingly and myself to participate in the initiation rites he was holding for his new members. I am very glad that I went, because Bob and other officers spent the better part of three hours explaining the history and purpose of unions. He set up a panel to answer any questions the new members had. I feel certain that those new Teamsters were the best informed to leave that union hall in many years.

Bob also asked me to say a few words. I would like to end this speech by repeating what I said to those new members:

To begin with, one should explain the word union, because it pretty well sums up what unions should be. Union means to unite, to bond together. In short, it means strength. The more of us who unite and join together and work to achieve a common goal, the better our chances become.

In our case it is not only a matter of wages and health benefits. It is also a matter of working conditions and social and political considerations. Take, for instance, social security. Where would Bob and I be were it not for our pensions

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"As long as there are little men of this caliber who are trying to destroy the union, who want to go back to the old-guard, top-down, dictatorial unionism, there will definitely be a need for TDU."

—Bill Slater

1993 TDU Rank & File Convention

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TDU membership is kept confidential from employers and union officials. TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

TDU Solidarity

One other matter I would like to bring up is that I have heard it said that the New Teamsters are going to put TDU out of business. In fact, President Carey said the same thing when we endorsed him as our candidate for International President. Now that is fine with me, as long as he follows the precepts set forth in the Rank and File Bill of Rights. I wish him well in his endeavor. But as long as there are Tony Locks and Mike Rileys and R.V. Durhams, there will be a need for TDU.

These little men who claim to be Teamsters and staunchly support the rank and file do not have the guts to stand up and support the man who was elected by the membership in a fair and democratically held election. These little men who hide behind anonymous newsletters that spew forth hate and discontent. These little men who are secretly plotting to take the union back to its old gangster ways, using every deceitful means available. As long as there are little men of this caliber who are trying to destroy the union, who want to go back to the old-guard, top-down, dictatorial unionism, there will definitely be a need for TDU.

No, my friends, we cannot afford to